

Initial: 9/11/02
Reviewed/Revised: 2/11/09
Revision: 5

**MILWAUKEE COUNTY EMS  
OPERATIONAL POLICY  
PRACTICE STATUS AND  
PRIVILEGES**

Approved by: Kenneth Sternig, MS-EHS, BSN, EMT-P
Approved by: Ronald Pirrallo, MD, MHSA
Page 1 of 3

**Policy:** All EMS patient care providers receiving medical oversight by and contracted to operate in the Milwaukee County EMS system must request and be granted practice status and privileges by the Milwaukee County EMS Medical Director.

- I. Minimum qualifications
  - A. Be an active member in good standing of an agency under contract to provide EMS services
    1. Candidates may not have a current or pending disciplinary action or suspension
    2. Candidates are required to sign waivers permitting the EMS Medical Director to review employment and disciplinary files
    3. Provide verification of an acceptable Caregiver's Background check
    4. Provide documentation of the lack of potentially communicable disease (i.e. up to date recommended immunizations; see new student policy)
  - B. C. Have a current State of Wisconsin EMT-P, EMT-A, or EMT-B license and meet all applicable State rules and regulations.
  - D. After September 1, 2001, all Paramedics new to the system must be NREMT certified.
  - E. ALS providers must present a certification of completion for the Human Participants Protection Education for Research Teams online course, sponsored by the National Institutes of Health.
- II. Minimum competency
  - A. Clinical Evaluation
    1. Produce documentation that meets or exceeds Milwaukee County EMS Education Center level-appropriate course work and skill competencies
    2. Successfully complete an ALS content evaluation by a member of the Milwaukee County EMS Education Center faculty.
    3. Demonstrate competent level-appropriate, scope of practice during observation by a member of the Milwaukee County EMS Education Center
  - B. Demonstrate competent level-appropriate EMS patient care knowledge and safe patient management during a verbal examination by the Milwaukee County EMS Medical Director
- III. Graduation from the Milwaukee County EMS Education Center satisfies all minimum qualifications and competencies
- IV. Practice Privilege Designation
  - A. The Milwaukee County EMS Medical Director will assign the candidate to 1 of 4 practice privileges:
    1. Full
    2. Limited
    3. Special
    4. Intern
  - B. The Milwaukee County EMS Medical Director will determine the individual's practice privilege after 12 months for an Intern, on a biennial basis for others and upon request.
  - C. Practice Designation remains valid for licensure period or until revoked or modified by the EMS Medical Director.
  - D. EMS provider must maintain or exceed Milwaukee County EMS continuing education and skill benchmark requirements where applicable.
  - E. EMS provider agrees to conform to the assigned Milwaukee County EMS Scope of Practice and all Milwaukee County EMS standards, protocols, policies and procedures.
  - F. The Milwaukee County EMS Medical Director's decision is binding and final.

Initial: 5/10/00
Reviewed/revised: 2/11/09
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Page 2 of 3

## **FOR THE FULL PRACTICE EMS PROVIDER**

The full-practice EMS provider is defined as: An EMS provider who routinely provides patient care in the Milwaukee County System. An example of full-practice is the full-time municipal fire department paramedic.

### **Full Practice ALS Providers**

- Be assigned on a regular basis to an active paramedic unit. Active paramedics should be assigned to a paramedic unit, or paramedic first response unit a minimum of 35% of regular duty days (excluding work-reduction, vacations, etc.) in the standard 27-day cycle.
- Demonstrate skill proficiency by meeting or exceeding benchmarks established by the Medical Director. Individuals with inadequate experience opportunities to maintain skill proficiency (as determined by the Medical Director) may be required to obtain additional educational experience in a manner prescribed by the Medical Director.
- While assigned to an active paramedic unit, all paramedics must rotate through all patient care assignments on a regular basis, spending an equivalent amount of time in each position. Assignment to the positions is designated by Fire Department administration and monitored by Milwaukee County EMS.

### **Limited Practice ALS Providers**

The limited-practice paramedic is defined as: A paramedic who does not routinely provide ALS care yet is licensed within and practices in the Milwaukee County EMS system. Examples would be EMS instructors and Bradley Center paramedics.

- Have attained at least 2 years of full-practice status or its equivalent
- Must complete 48 hours of patient care services annually for the Milwaukee County EMS system. ALS patient care is determined on a case-by-case basis with the individual's scope of practice defined by the Medical Director.

### **Special Reserve ALS Providers**

The special reserve paramedic is defined as: A paramedic who does not provide ALS care in the Milwaukee County EMS system but whose work contributes directly to the benefit of the system. An example of a special reserve paramedic is one who has attained a supervisory or administrative position. The Special Reserve Paramedic:

- Must have attained at least 2 years of full-practice status or its equivalent.
- May only provide ALS patient care if accompanied by a full-practice paramedic.
- Receives prior authorization from the medical director prior to providing ALS care.

### **Intern ALS, EMT-A, and EMT-B Providers**

The Intern EMS Providers is defined as: A provider who has not previously had full practice status in the Milwaukee County EMS system. Examples would be new Milwaukee County EMS Education Center graduates and transfer paramedics, regardless of years of experience. "Transfer paramedic" is defined as any individual whose initial training did not occur at the Milwaukee County EMS Education Center.

Initial: 2/11/08
Reviewed/revised: 2/11/09
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Page 3 of 3

An ALS provider will be referred to as an "Intern Paramedic" until he or she has met both of the following criteria:

- Completed 12 months with a minimum of 2400 shift work hours on a transporting MED Unit **AND**
- Achieved 50% of the 2-year skill and performance benchmarks.

The Intern Paramedic may only provide ALS patient care if accompanied by a full-practice paramedic.

An EMT-Advanced provider will be considered an intern until performance benchmarks are achieved.

An EMT-Basis provider will be considered an intern until successfully completing their probationary period with the employing EMS agency.

### **FOR THE GRADUATE PARAMEDIC**

A Graduate Paramedic is defined as: An individual who has successfully completed a paramedic education course, has taken the NREMT-P certification examination, and is awaiting the results of the examination.

A graduate paramedic has privileges consistent with a paramedic student. The Graduate Paramedic may perform ALS procedures when accompanied by two licensed paramedics, one of whom must have full practice privileges **AND** at least two years of experience.

### **INTERRUPTED OR CHANGE IN PRACTICE PRIVILEGE**

Any interruption or change in work schedule that may affect a paramedic's practice status must be reported immediately to the Program Director of Milwaukee County EMS. Examples include but are not limited to: injury, illness, family leave, retirement, or change of employer.

Paramedics who have not been active within their classification for a period of more than 90 calendar days must be re-evaluated by the Milwaukee County EMS Education Center prior to returning to patient care duties.

Paramedics who have not been active within their classification for more than 1 calendar year must successfully complete an ALS content evaluation including an infield observation by a member of the Milwaukee County EMS Education staff.

If the interruption from service was due to injury or illness, the paramedic must present documentation that he or she has been medically approved to return to active duty prior to any evaluation by Milwaukee County EMS.

### **REINSTATEMENT OF PRACTICE PRIVILEGE**

Paramedics who have not been active on a paramedic unit for a period of more than ninety (90) calendar days must be re-evaluated by the Milwaukee County EMS Education Center. The medical director will determine the individual's status and practice privilege prior to reassignment to a paramedic unit. For individuals who have not been assigned to the paramedic unit secondary to illness or injury, the paramedic must also present documentation that he/she has been medically approved to return to active duty prior to any evaluation by Milwaukee County EMS.

Paramedics who have not been active on a paramedic unit for a period of more than one (1) calendar year must successfully complete an ALS Content evaluation including an infield observation by a member of the Milwaukee County EMS Education staff and satisfy any State requirements regarding licensure prior to reassignment to a paramedic unit. For individuals who have not been assigned to the paramedic unit secondary to illness or injury, the paramedic must also present documentation that he/she has been medically approved to return to active duty prior to any evaluation by Milwaukee County EMS.

The medical director reserves the right to assign the practice privilege.